

Equality Impact Assessment

What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) (“the Act”), which asks public authorities, like Hampshire County Council, to give ‘due regard’ to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid ‘due regard’ to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	Hampshire Prosperity Partnership Board and Economy and Growth Plan
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	This EIA relates to the publication of an Economy and Growth Plan for 2025-2027. The plan sets out actions relating to a broad range of projects, programmes and services, in five areas: high potential sectors and clusters; business support; energy; infrastructure; and skills, employment and careers.
Description of the service/policy/project/project phase	The actions referred to in the Economy and Growth Plan are at different phases. Some actions are established activities that are continuing into 2025-2027 (e.g. Careers Hub, Growth Hub, Skills Bootcamps etc.) Other actions are new activities that are in the process of being developed.
New/changed service/policy/project	The actions that are new for 2025-2027 are set out in sections A to E of the Economy and Growth Plan and are as follows: A2 to A4 - supporting the development of cluster initiatives for the creative, digital and life sciences sectors A5 - bringing together clusters and other industry/business groups to form a "Super Cluster" B2 - bringing providers together to join up the business

support system in Hampshire B3 - improving the effectiveness of business support for rural businesses B4 - developing an online business support hub C3 - undertaking a grid capacity review D2 - identifying Hampshire's highest priority infrastructure needs E4 - developing a Get Hampshire Working Plan E5 - commissioning the Connect to Work supported employment programme

Engagement

None

Equalities considerations - Impact Assessment

Age

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Disability

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Gender Reassignment

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Pregnancy and Maternity

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Race

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Religion or Belief

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sex

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sexual Orientation

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Marriage and Civil Partnership

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Poverty

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Rurality

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

None

Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

The Economy and Growth Plan refers to a wide range of both existing and new activities. No specific equality impacts arising from the publication of the plan have been identified. Equality impacts will be considered for individual projects within the Economy and Growth Plan as they are developed. The Economy and Growth Plan includes actions that are intended to make the Hampshire economy more inclusive and extend opportunity to people from disadvantaged groups who are outside of the labour market.

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